

August 2, 2005

Memorandum

To : City of Milwaukee Management Employees  
From : Maria Monteagudo, Employee Relations Director  
Re : 2005-2006 Salary and Benefit Changes for Management Employees

In December of 2004, the Common Council approved File Number 041076, recommending salary and benefit changes for City of Milwaukee Management Pay Plan employees for 2005 and 2006. This communication is intended to inform you of the approved changes.

Should you have any questions about these changes please contact Ms. Andrea Knickerbocker, Human Resources Manager at X 3387.

**Base Salary:**

- An increase of 2.5% over Pay Period 26, 2004 wages effective Pay Period 1, 2005.
- No recommendation relative to wage increases for 2006 pending a review of pay practices for management employees anticipated to be completed in 2005 for implementation in 2006.

**Funeral Leave**

- Effective January 2, 2005, Funeral Leave benefit includes a spouse's sibling's spouse in the definition of brother-in-law and sister-in-law.

**Tuition Reimbursement**

- Effective January 1, 2005 the maximum amount of Tuition Reimbursement increased from \$1000 per calendar year to \$2400 for the two-year period of calendar years 2005 and 2006.
- Effective January 1, 2005, up to \$500 of Tuition Reimbursement may be used for job related certifications or license fees per year.
- Effective January 1, 2005, the combined maximum of \$2,400 may be used for membership dues during the two-year period of calendar years 2005 and 2006.

Note: Managers interesting in applying for reimbursement for certifications or licenses should use the new Tuition Reimbursement Application Form for Certifications and Licenses available on the MINT and the Department of Employee Relations website.

### **Sick Leave Incentive Control Program**

- Effective Pay Period 1, 2005, a management employee may earn an additional 8 hours of special incentive leave if the employee has earned 3 sick leave incentive days in a fiscal year. The additional 8 hours must be used by the end of the following fiscal year. This provision does not include an option for cash payout.

### **Vacation**

- Effective Pay Period 1, 2005, a new management employee may be allowed, at the discretion of the Department Head, to use vacation within the first 12 months of employment if the convenience of the service is promoted. Note: Previously, an employee would have to wait six months to take vacation.

### **Pension**

- Notwithstanding any provision of Chapter 36-05 of the Milwaukee City Charter and the Rules of the Annuity and Pension Board, for employees retiring on a service retirement allowance on or after January 1, 2005 with at least 5 years of City services, hours worked as a City Laborer-Seasonal or Playground Laborer Seasonal (MPS) shall be taken into account in determining the amount of their service retirement allowance. The additional creditable service earned under this provision shall be granted in accordance with Board Rules and shall not exceed one year of creditable service. The additional creditable service earned under this paragraph shall not be taken into account for any other purpose including, but not limited to determining eligibility for a service retirement allowance under Chapter 36-05-1-d or f, a deferred retirement allowance under Chapter 36-05-6-b-3 or 6-c, or eligibility for additional imputed service credit under Chapter 36-04-4.

Note: Employees with inquiries on additional creditable service may contact a Pension Counselor in the Employee Retirement System.